

UNITED STATES DEPARTMENT OF STATE

May 2002

# State

Magazine



**Office of  
Oceans Affairs**

***Protecting a Global Resource***

# In our next issue: **MILAN**

*The Cathedral*



## **State** Magazine

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*State Magazine* (ISSN 1099-4165) is published monthly, except bimonthly in July and August, by the U.S. Department of State, 2201 C St., N.W., Washington, DC. Periodicals postage paid at Washington, D.C., and at additional mailing locations. POSTMASTER: Send changes of address to *State Magazine*, HR/ER/SMG, SA-1, Room H-236, Washington, DC 20522-0108. *State Magazine* is published to facilitate communication between management and employees at home and abroad and to acquaint employees with developments that may affect operations or personnel. The magazine is also available to persons interested in working for the Department of State and to the general public.

*State Magazine* is available by subscription through the Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402 (telephone [202] 512-1800) or on the web at <http://bookstore.gpo.gov>.

For details on submitting articles to *State Magazine*, request our guidelines, "Getting Your Story Told," by e-mail at [statemagazine@state.gov](mailto:statemagazine@state.gov); download them from our web site at [www.state.gov/m/dghr/statemag](http://www.state.gov/m/dghr/statemag); or send your request in writing to *State Magazine*, HR/ER/SMG, SA-1, Room H-236, Washington, DC 20522-0108. The magazine's phone number is (202) 663-1700.

**Deadlines: May 15 for July–August issue.  
July 15 for September issue.**



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Department of State • United States of America



Photo courtesy of the Madrileña Family

*Dressed in traditional costume, a young resident of Madrid celebrates National Day.*

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### On the Cover

*The Office of Oceans Affairs, stewards of marine resources.*

Photo by Imtek Imageneering/Masterfile



## FROM THE SECRETARY

SECRETARY COLIN L. POWELL

# Foreign Affairs for the People

President Reagan used to explain that the right way to recite the closing lines of Lincoln's Gettysburg Address is to emphasize the last word of each phrase: "government of the people, by the people, for the people." That was his way of reminding those of us in public service of a fundamental truth—our success is measured by the benefits we bring to the American people.

Lincoln's famous speech harkens back "fourscore and seven years" to the Declaration of Independence, the statement of principles upon which our government was founded. In that remarkable document, Thomas Jefferson made a revolutionary claim—that governments exist to secure the individual's "inalienable rights" to "life, liberty, and the pursuit of happiness." Governments do not give us our rights. We establish governments to make sure we can exercise our rights.

President Bush drew from this proud tradition when he described our mission in his State of the Union message:

*America will always stand firm for the non-negotiable demands of human dignity: the rule of law; limits on the power of the state; respect for women; private property; free speech; equal justice; and religious tolerance.*

This month we celebrate Foreign Affairs Day, when we commemorate the part each of us plays in helping our government secure these universal rights for the American people and spread them as widely as possible around the globe.

In our first year together, we have created a record of fidelity to these values and service to the American people that we can be proud of. In the field, Americans and Foreign Service National employees have braved hardship and danger to wage the campaign against terrorism. In Washington, D.C., more than 1,300 people served on 9/11-related task forces and countless others worked in the bureaus to help oust the Taliban, disrupt al Qaeda's networks, help the people of Afghanistan rebuild their shattered country and root out terrorist infrastructure around the world.

Since Sept. 11, the war on terrorism has been our top priority. But we also have many interests to manage and opportunities to pursue. Our State Department team, in Washington, D.C., and in the field, has absorbed the added burdens of Sept. 11 while continuing to work on our other national interests and capture opportunities, from strengthening ties with Russia to combating HIV/AIDS.

Last year, I challenged our retirees—Civil Service and Foreign Service—to connect to our State Department family in a powerful way. And they have responded, taking the message of U.S. diplomacy to the American people and serving as mentors to those who are coming after them.

I am a political appointee, like many at State, but I was also a "career" employee for some 35 years. Now that I've seen government from both sides, I am more convinced than ever that we can accomplish our mission for the American people only if we come together as a team—not political people, not career people, but State Department people.

When President Bush honored me by nominating me to be Secretary of State, I was given a full set of briefings by the outgoing assistant secretaries and their teams. During one briefing, an assistant secretary began her thought by saying, "when your team takes over..." I immediately interrupted her and, looking around the room at the career staff, said "this is my team."

In our first year of promise and peril, we have come together to face challenges, meet adversity, stare down danger and fulfill our mission.

In our second year together, let us rededicate ourselves to the founding principles of our republic, as Jefferson so eloquently expressed them, Lincoln so memorably recaptured them and President Bush so powerfully reaffirmed them. On Foreign Affairs Day, let us rededicate ourselves to service on behalf of the American people and loyalty to the State Department family. ■

## LETTERS TO THE EDITOR

### 'Great News'



I enjoyed your cover story in the February issue on our "Return to Kabul." Kabul was my first assignment way back in January 1950. That's great news. It's wonderful to know we're back there again. My best to that valiant band of pioneers.

**Gordon King**  
*Retired FSO  
Godalming, England*

### Corrections

#### On Home Leave

As author of the Department's transition leave policy, I would like to clarify a statement made in your March article, "The Taj Mahal Up Close," about a Civil Service employee serving overseas.

The article stated that Civil Service employees serving overseas on excursion tours are ineligible for home leave. State Department Civil Service employees are entitled to home leave if they complete at least 18 months overseas and transfer to another overseas assignment.

#### Visit Us on the Web

[www.state.gov/m/dghr/statemag](http://www.state.gov/m/dghr/statemag)



While employees who return to Washington after serving overseas are not entitled to home leave, they may be eligible for "transition leave." Transition leave provides 10 days of administrative leave for State Civil Service employees returning to Washington after serving at least 18 consecutive months overseas.

For more details, consult the 3 FAM.

**Corinne Thornton**  
*Brookings Legislative Fellow  
Washington, D.C.*

#### On Authorship

The author of the article, "U.S. Firms Recognized for Their Overseas Operations," in your March issue is

senior adviser for business outreach in the Office of Commercial and Business Affairs in the Bureau of Economic and Business Affairs.

**Nancy Smith-Nissley**  
*Senior Adviser  
Office of Commercial and Business Affairs  
Bureau of Economic and Business Affairs*

#### On an Obituary

Audrey A. Schenck, whose obituary appeared in our February issue, was a Foreign Service information management specialist, not a secretary. In addition to the posts listed, she also served in Jerusalem.

### From the Editor

Since his first day in office, Secretary Powell has sought every venue available to tell the State Department story to the American people. The Hometown Diplomats Program, which he endorsed a few months into his term, is one of those ways. Since last May, scores of State's Foreign Service and Civil Service employees have returned to their home communities to spread the word about what we do for them. Judging from reports, the program has been an unqualified success. The coverage starts on page 20.

The oceans cover 70 percent of the earth's surface and represent a global resource so valuable that it's hard to calculate. The Office of Oceans Affairs, our cover story, supports international marine conservation efforts and a variety of science-based decisions by other federal agencies, universities and research institutions and coordinates research vessel clearances. While some field trips include the balmy waters of the Gulf of Mexico, others head to cooler climes like Antarctica. To learn more, you need only travel to page 12.

Energetic spouses are finding work both inside and outside embassy walls, thanks to the Internet and the Family Liaison Office—the leader in developing employment programs and policies to support spouses interested in working overseas. To learn more about carrying your career in a suitcase, turn to page 17.

Like their counterparts in the military, members of the Foreign Service are constantly on the move. The people responsible for those moves deliver not only the goods but also smiles to the faces of their satisfied customers. The customer was the focus of a March workshop in Seattle for 36 Foreign Service National employees from Vladivostok and the Pacific Rim region who move everything from paintings to private autos. Move to page 24.

## Slain Americans Return Home; President, Secretary Offer Condolences

President and Mrs. George W. Bush, Secretary of State and Mrs. Colin L. Powell and senior U.S. officials gathered March 21 at Andrews Air Force Base outside Washington, D.C., to greet Milton Green, whose wife Barbara and step daughter Kristen Wormsley were murdered in a terrorist attack March 17 at a church in Islamabad, Pakistan.

Mr. Green and his son Zachary, both of whom were wounded in the attack, returned on a U.S. military flight with the remains of his wife Barbara, 39, and step-daughter Kristen, 17. A military honor guard escorted the coffins from the aircraft.

Deputy Secretary of State Richard Armitage escorted Mr. Green to a reception area, where he met President Bush and Secretary Powell, who offered their condolences. Mr. Armitage, on behalf of the State Department, told Mr. Green that he exemplified the dedication, decency, spirit and courage of the extended State Department family.

"Just as surely as our men and women in uniform do, the men and women of our State Department and their families serve on the frontiers of freedom," Mr. Armitage said. "American families like the Greens are willing, again and again, to serve in difficult and often dangerous places because they know their service advances our nation's most cherished values and enduring interests."

A brief memorial service honoring Barbara Green and Kristen Wormsley was held in the Dean Acheson Auditorium April 5. Friends and colleagues in the Department had an opportunity to meet Milton and Zachary Green in the Delegates Lounge after the ceremony.



*Police guard the Protestant International Church in Islamabad, Pakistan, after it was attacked.*

Photo by B.K. Bangash/AP Photos



## World's Largest Living Food Pyramid

The U.S. Embassy community in Damascus, Syria, claims to have created the world's largest living food pyramid on Feb. 18, when an enthusiastic group of parents and children gathered for the embassy's first annual Children's Health Fair. Co-sponsored by the embassy's Community Liaison Office and health unit, the fair offered children of all ages the chance to learn about nutrition, exercise and even bacteria. The children ran their fingers across petri dishes and examined the dishes days later to discover what germs lurk on apparently clean hands. The heart rate, height and weight of each participant were recorded, and the children wrapped up the busy afternoon of active learning by participating in a poster contest on healthy lifestyles.



# Long-Term Care Available Now

Long-term care insurance for federal, postal and military employees, families and annuitants is now available. Early enrollment runs through May 15.

The early enrollment, offering prepackaged plans for individuals who already know about long-term care and insurance, will be followed by an open season that will run from July 1 through Dec. 31.

While there are no federal contributions, the Office of Personnel Management estimates this plan is 15 to 20 percent cheaper than comparable policies elsewhere. You may find a plan with a lower premium but not with comparable features, OPM said.

Unlike some plans, OPM officials said, the one being offered through a joint venture by Metropolitan Life and John Hancock pays 100 percent of assisted living and hospice care as well as 100 percent of nursing homes.

If you are currently eligible for federal employee health benefits, you are probably eligible for this program. Every applicant, however, must undergo "underwriting," where a pre-existing condition may disqualify you for full insurance—even though a limited policy may be available. Active employees, OPM noted, will undergo "abbreviated" underwriting, completing a short form. All others must complete the long form.

The federal government does not tax these premiums, which may be deductible as medical expenses, provided they total more than 7.5 percent of your adjusted gross income. And 22 states, OPM said, currently offer state tax credits. To calculate your own premium, visit [www.opm.gov/insure/ltc/calculator/index.htm](http://www.opm.gov/insure/ltc/calculator/index.htm).

OPM estimates some 20 million persons may be eligible for long-term care insurance right now.

For more information, call 1-800-582-3337 Monday through Friday from 8 a.m. until 8 p.m., visit [www.ltcfeds.com](http://www.ltcfeds.com) or call the Department coordinator, Eliza Bethune-King, at (202) 261-8173.



## Summer Camp for Diplotots

The Diplotots Child Development Center is opening its summer camp for children ages 5 through 10, from June 24 to Aug. 29, 2002. Diplotots offers an all-day program Monday through Friday from 7:00 a.m. to 6:00 p.m. Drop-ins are welcome for those in Washington, D.C., for short periods of time. Field trips, scheduled once a week, include visits to the National Zoo, National Aquarium, Capital Children's Museum, Wolf Trap Farm Park, Orioles baseball game and bowling. The fee is \$350 per two-week session or \$175 per week. Each session offers different activities and meals are included. For further information, please contact Director Carol Reynolds or Assistant Director Christina Smith at 202-663-3555 or by e-mail at [ecdcdiplotots@yahoo.com](mailto:ecdcdiplotots@yahoo.com).

## Hong Kong Police Contribute to 9/11 Fund



*In a ceremony held at the U.S. Consulate in November, representatives of the Hong Kong police department presented a check for almost \$5,000 to the 9/11 fund in honor of their fallen New York comrades. Patrick Moore, left, regional security officer at the U.S. Consulate, joins Michael Klosson, consul general, in receiving the check from Mark Ford McNicol, chief inspector for operations in Kowloon East; Simon Hannaford, senior inspector; and William Tang, chief superintendent.*

## Handling Irradiated Mail

Since last year's anthrax contamination, all incoming mail to the Department from outside sources is sent off-site to irradiation facilities in Ohio and New Jersey for decontamination.

The Department is still receiving mail postmarked from last October and November. As employees have discovered, the irradiation process used to decontaminate mail can make envelopes very fragile and brittle. If the envelope has been damaged, employees are advised to copy the incoming envelope before opening it so that if the contents are unusable, the sender can be notified.

# Streamlining Civil Service Hiring

While last month's column concerned the Foreign Service, this month's column may interest Civil Service employees. That's because we are now working on a number of initiatives to streamline the Department's Civil Service hiring process. But we are all members of one team, and what affects one group affects everyone else.

Late last summer, around the time that we launched the Diplomatic Readiness Task Force, I checked on how we stood with Civil Service hiring. At the time, I expected to learn that we had a few dozen openings, all in the process of being advertised and filled through the normal Civil Service rules. Quite frankly, I was surprised to learn we had a large number of unfilled Civil Service positions. All of these positions were fully funded, were part of our normal employment ceiling, but, for one reason or another, remained unfilled.

So I decided to do something about it. First, I tried to get a decent X ray of the problem. How much time did each step in the hiring process take? Where were the bottlenecks? How could we speed things up, and what authority did we have to improve the process?

The greatest difference between Foreign Service and Civil Service hiring is that in the Foreign Service we bring in classes and then assign them to a pool of jobs we know exist and know we have to fill. Civil Service hiring, on the other hand, is job-specific. There's no pool of people already hired, cleared and ready to move into jobs as they open up. Furthermore, we are not lone actors in this area. When we hire employees from outside the Department, we have to follow government-wide merit procedures.

In taking another look at our hiring process and needs, we discovered that we could predict pretty accurately the numbers of openings we would have in areas such as finance, human resources, contracting, procurement and logistics. The trick was to have people hired and ready to move into these jobs quickly.

Working with the bureaus in the M family with large Civil Service components, we have established the Professional Pre-Assignment Center Program (common-



ly known as PAC, but not to be confused with a political action committee). We are going to hire 50 centrally funded Civil Service personnel in grades GS-9 to GS-12 and put them to work throughout the Department on a rotational basis.

As Civil Service vacancies occur, these new hires will be able to move into the unfilled jobs, thereby cutting down the long lag time required to advertise and fill each individual vacancy. So while we won't exactly have Civil Service "classes" like we do in the Foreign Service, we are creating a talent pool we can draw on quickly and much more efficiently.

Lest you think that this is the only personnel issue affecting the Civil Service we've tackled, let me mention a few others. Besides expanding our Presidential Management Intern program—a tremendous success over the past five years—we also are planning to augment our workforce with National Security Education Program participants. In exchange for financial assistance for higher education, these participants agree to work for the government for up to four years.

We are also expanding other Civil Service hiring programs. These include the Career Entry Program, which recruits recent college graduates for entry level professional positions, and the Cooperative Education Program, which allows undergraduate students to combine the academic training they are receiving in college with real-life work experience.

We are also doing more college campus recruiting, advertising more imaginatively and acquiring the services of commercial web sites to disperse our recruitment message to the widest possible audience. Our Diplomats in Residence are not simply recruiting for the Foreign Service—they have a mission to recruit for the entire Department. And they are doing so.

In making these changes, we are working with all the bureaus and are drawing on the imagination and hard work of a great many of our Civil Service colleagues. The work of recruitment, outreach and imagination, however, is not limited to them. All of you can help, and I hope you will do so. ■

Photo t



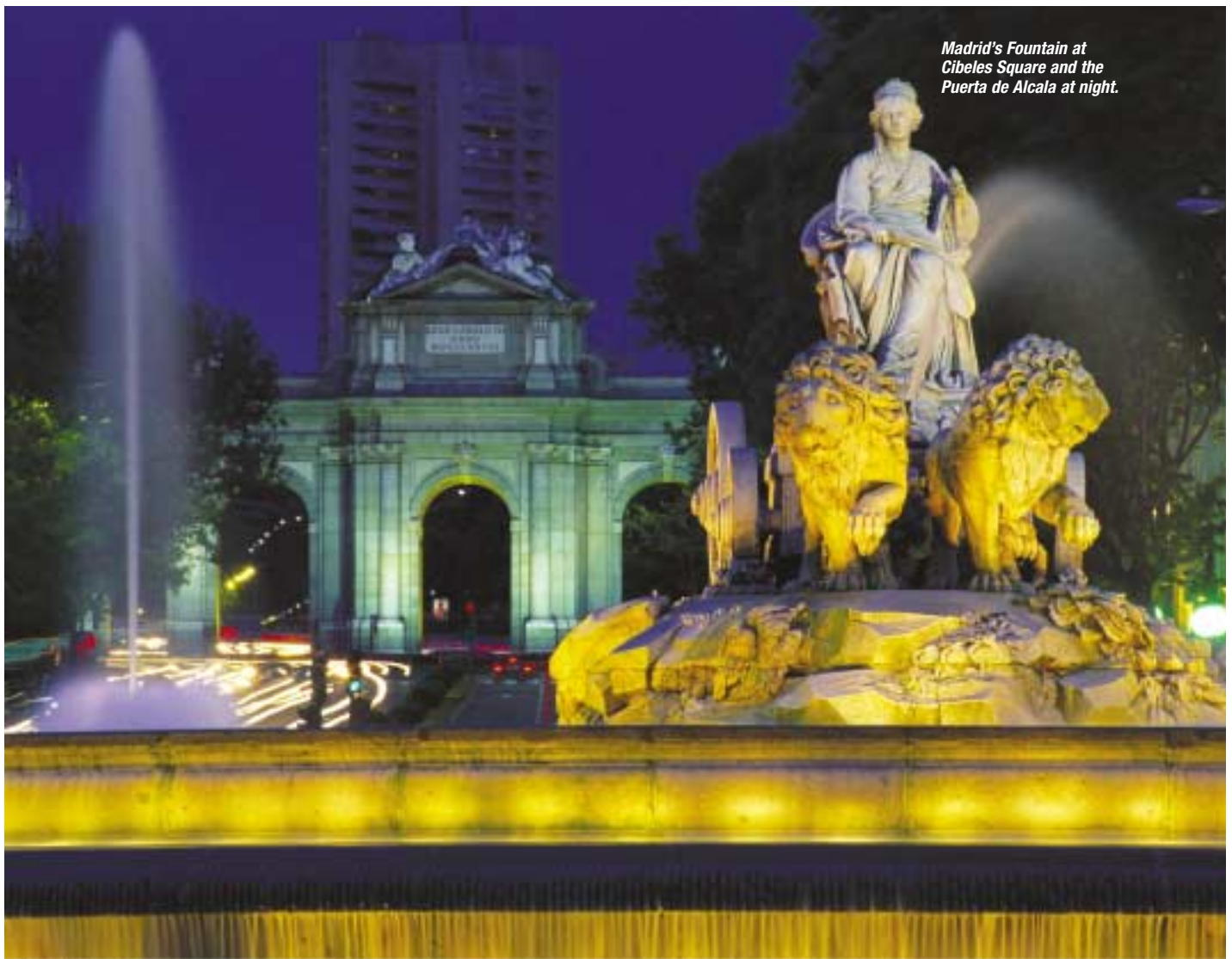
## Post of the Month:

# MADRID

By Richard J. Gilbert

Madrid has been described as part celebration, part dynamo and part theater. Unquestionably, the sometimes noisy, always vibrant capital of Spain is one of Europe's great cities, with a special rhythm of life from dawn to dawn that stamps the lively town with a distinct Spanish character and flavor.

Photo by Miles Ertman/Masterfile



*Madrid's Fountain at Cibeles Square and the Puerta de Alcalá at night.*



*The General Services staff discuss renovation plans.*

Photo by Stacie Joseph

For U.S. Embassy staff, Americans and Spaniards alike, managing U.S. diplomacy in 21st-century Madrid is filled with new challenges and activities. Spain is asserting a vigorous leadership role within the 15-member European Union (the Spanish government currently serves as the EU

presidency nation) and is working closely with the United States as a solid partner in the war against terror.

Americans serving in Madrid will long remember the U.S. Marine honor guard from Rota Naval Air Station regally bearing the U.S. flag up the capital city's principal thoroughfare last fall as part of Spain's massive

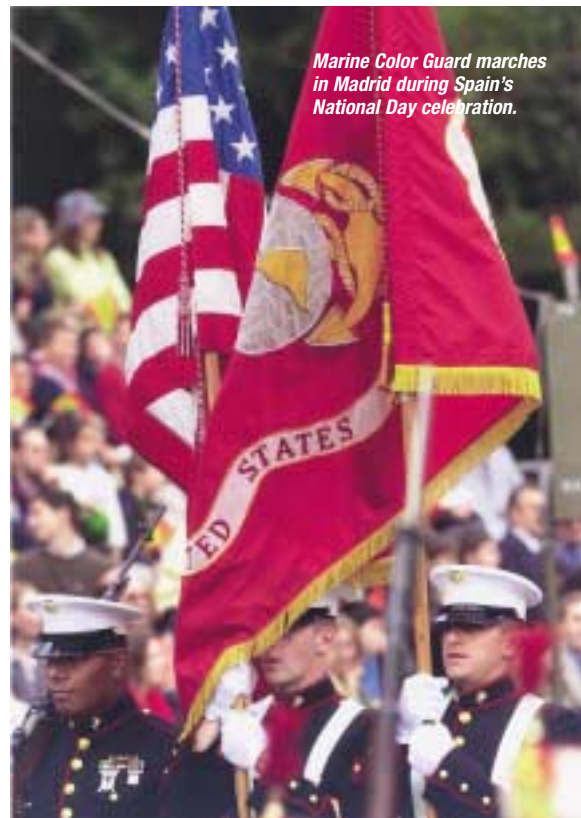


Photo by Stacie Joseph

*Information Distribution Center staff prepare the post's newsletter ¿Qué Pasa?*

National Day celebrations. The sight of King Juan Carlos taking the salute as the Stars and Stripes passed proudly was a powerful statement that Americans did not stand alone in the wake of Sept. 11. Rarely had the ties between the peoples of the United States and Spain been so graphically and movingly displayed.

Madrid's reputation as the city that never sleeps has little effect on the 100-plus Americans and the 200 or so



*Marine Color Guard marches in Madrid during Spain's National Day celebration.*





*Plaza Mayor, lined with horse-drawn carriages, is the setting for the U.S. Ambassador to present his credentials.*

Foreign Service National employees representing 14 federal agencies who staff the U.S. Embassy in Madrid. These days, handling the incredibly multifaceted U.S.-Spanish bilateral relationship, dealing with the problems facing thousands of U.S. residents in and visitors to Spain, unraveling often thorny trade and economic issues and feeding Washington's insatiable appetite for information are full-time jobs leaving little time for partying with Madrid's notorious nightowls.

But, as elsewhere, it's not always work, work, work. Beyond the embassy's gate lies Spain—with its glorious



*Employees take their lunch break in the embassy cafeteria.*



***Information section staff at the Plaza de Oriente.***

history, traditions, festivals and art. Just down the street from the embassy is Madrid's "masterpiece mile." The stretch of pavement boasts the Prado Museum, housing the royal collection of Hapsburg and Bourbon art; the Palacio Villahermoso, home to the Thyssen-Bornemisza collection of paintings, and the contemporary art museum named for Spain's Queen Sofía, housing the works of modern Spanish masters like Picasso, Miró, Gris and Dalí.

Within an hour's drive of Madrid are cities like Toledo, where El Greco lived and worked, site of one of



Christendom's grandest cathedrals and repository of Spain's Jewish traditions. To the north lies Segovia with its still active Roman aqueduct, monasteries, convents and majestic fantasy castle, the Alcazar. To the west is the medieval walled city of Avila, home to St. Theresa and more.

Working in Spain today, however, involves more—much more—than enjoying the sound of gypsy guitars, the stamping, flashing feet of flamenco dancers or an occasional bullfight. Long gone are the days when wags could proclaim smugly that “Europe stops at the Pyrenees.” Even in that distant past, Spain was never the quiet, dull backwater that some imagined. Then, just a quarter century ago, with the coming of democracy, Spain began the process of a hurried modernization, rushing headlong toward Europe and into the global diplomatic arena.



***Regional security staff test their new ID system.***

Since then, the demands on U.S. diplomacy in the new Spain have exploded and become increasingly active and complex. For example, even as Spain becomes an increasingly important and assertive member of the European Union, the nation has not forgotten its traditional ties to the countries of the Spanish-speaking world. This fact heightens the impact of America's relationship with Spain and allows U.S. diplomacy in Madrid to resonate widely.



***American Citizen Services employees at their stations.***

Photos by Stacie Joseph

In Central and South America today and in parts of the Caribbean, Spain's role reaches beyond historical and linguistic ties and is best illustrated by the nation's deepening business and commercial involvement and political and cultural influence in the American hemisphere.

At the same time, Spain has an important regional role in its own neighborhood for North African and Mediterranean countries. Today's Spain is a key player in a host of regional organizations and institutions beyond the EU. As a result, the U.S. Embassy in Madrid, like U.S. Missions in Europe's other principal capitals, addresses a broad menu of issues daily. Spain is unquestionably a regional center staffed by specialists required to be fluent with an ever-growing agenda of European, Latin American, North African and Middle Eastern policies.

America's diplomats and their families enjoy a variety of lifestyles in Madrid as befits a huge, ever-growing cosmopolitan city and major European capital. Many staff, especially singles and families without children, live in central Madrid apartments, often in close proximity to the embassy, in the Barrio de Salamanca and similar near-



**The Cordero Club dining out.**

Photo by Heather Hodges



**The embassy's facility maintenance staff.**

Photo by Stacie Joseph



Photo by JF Reportajes

**Ambassador George Argyros presents his credentials to His Majesty the King of Spain.**

by urban areas. Families with children congregate in Madrid's western suburbs, near the American School of Madrid, an English-language campus that has been educating embassy children for more than 40 years.

Despite the trauma of traffic, suburbanites and city dwellers alike enjoy Madrid's charms, ranging from the city's ubiquitous coffee and tapas bars to countless restaurants to theaters offering world-class opera, the plays of Spain's classic dramatists, the sounds of zarzuela or Spanish-language versions of modern day-musicals.

For residents and foreigners alike, Madrid's unique Spanish beat is a sound both spirited and spectacular. ■

*The author works in the administrative section of the U.S. Embassy in Madrid.*



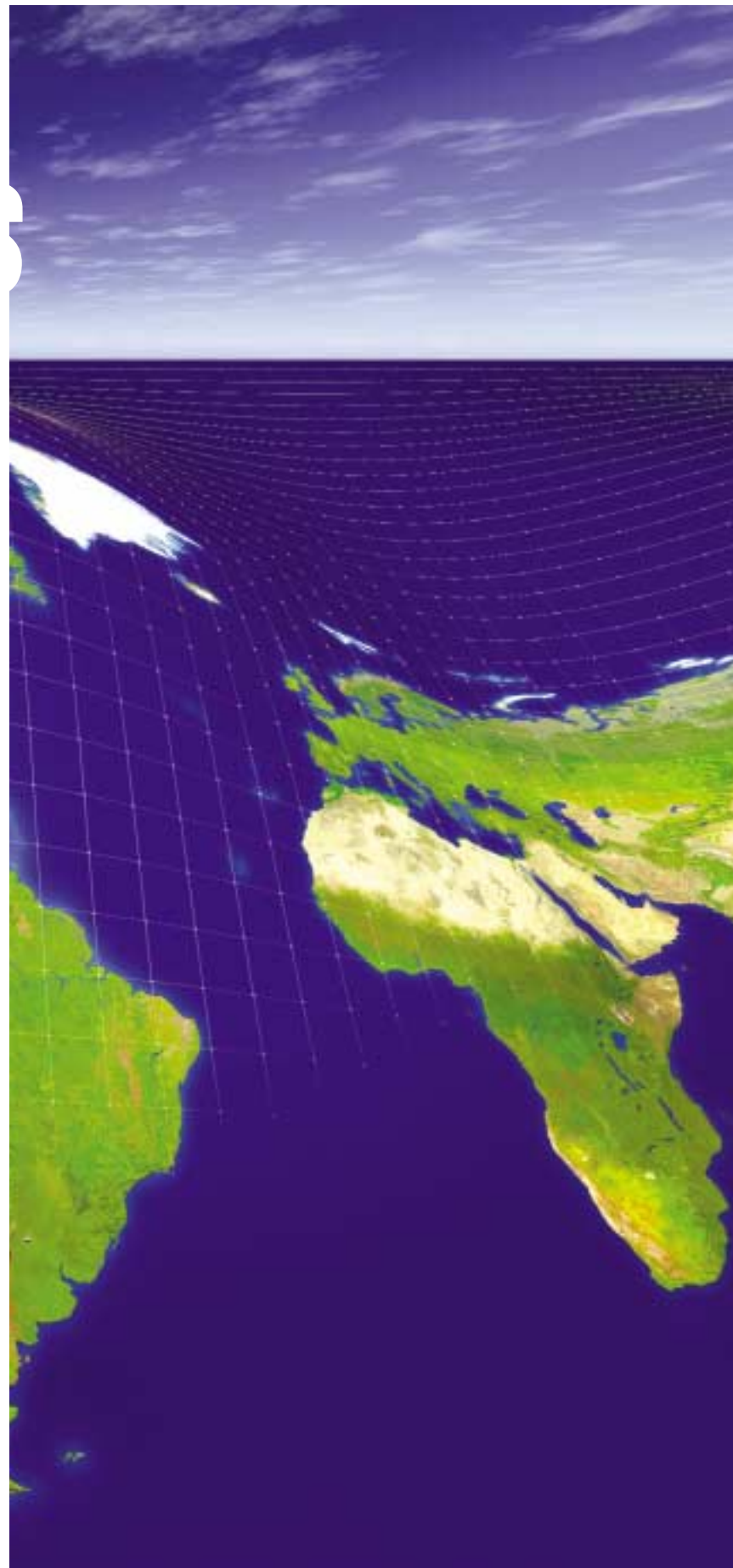
Office of the Month:

# Oceans Affairs

Protecting a  
Global  
Resource







By Richard Wilbur

*Ever since the Dutch jurist Hugo Grotius penned his essay on “The Freedom of the Seas” in 1608, maritime nations such as the United States have zealously protected their rights of navigation and shipborne commerce.*

The freedom of the seas is a fundamental pillar of international law. Along with the right of access to the ocean’s resources, the freedom of the seas is also essential to U.S. foreign policy and a focal point for the work of the Office of Oceans Affairs in the Bureau of Oceans and International Environmental and Scientific Affairs.

Although lesser known than his doctrine of the freedom of the seas, Grotius also declared in the same work that the resources of the high seas, while open to use by individuals and governments, must “...remain in the same condition as when they were first created by Nature.”

Grotius’s was perhaps the first call to preventing marine pollution and conserving the ocean’s riches. As ocean ecosystems face stress from overexploitation and pollution, his proscription is recognized today as a



**Robert W. Smith and Mexican colleague take positioning data using GPS on Raccoon Island, La.**



*Cayos Asenas, Mexico (north of the Yucatán peninsula, Gulf of Mexico).*



**Left, Robert W. Smith on a survey field trip to Raccoon Island, La. Right, editor Liz Tirpak.**



Photo by Carl Goodman

question not just of law but of science and good management. Science has demonstrated the intricate interplay between the sea and global weather patterns, as well as the relationships among healthy watersheds, abundance of fishery resources and public health. Just as freedom of navigation is fundamental to our national security and economic well-being, so too is the proper management of marine resources and ecosystems.



**U.S. McMurdo Station, Antarctica. Harlan Cohen with fishing pole is with the U.S. research team, fishing for specimens to study the anti-freeze mechanism of fish in the Antarctic. January is in the middle of the summer here.**

Established in 1974, Oceans Affairs takes the policy lead for negotiations and international cooperation in global ocean matters. Staffed by 12 Civil Service employees, five Foreign Service officers, a Coast Guard detail and a fellow from the American Association for the Advancement of Science, the office leads the intra-agency effort to preserve and promote the goals of U.S. oceans policy through the negotiation of and participation in international agreements concerned with the proper use of the world's oceans and marine resources. Since these oceans cover 70 percent of the planet's surface and range from the Arctic to Antarctica and from the Caribbean (our "Third Border," as President Bush has called the region) to the South Pacific, this mandate provides both challenges and unique opportunities for the Oceans Affairs staff.



To support the wide range of U.S. ocean interests, the Oceans Affairs staff literally covers the globe. In recent months, they have traveled to London for International Maritime Organization discussions on port and shipping security issues in the aftermath of Sept. 11, to Lebanon to provide technical support to the Lebanese government on maritime boundary issues, to Alaska and Finland for Arctic Council meetings and to Antarctica, Australia and New Zealand to watch over U.S. interests surrounding the Antarctic Treaty system and the International Whaling Commission.

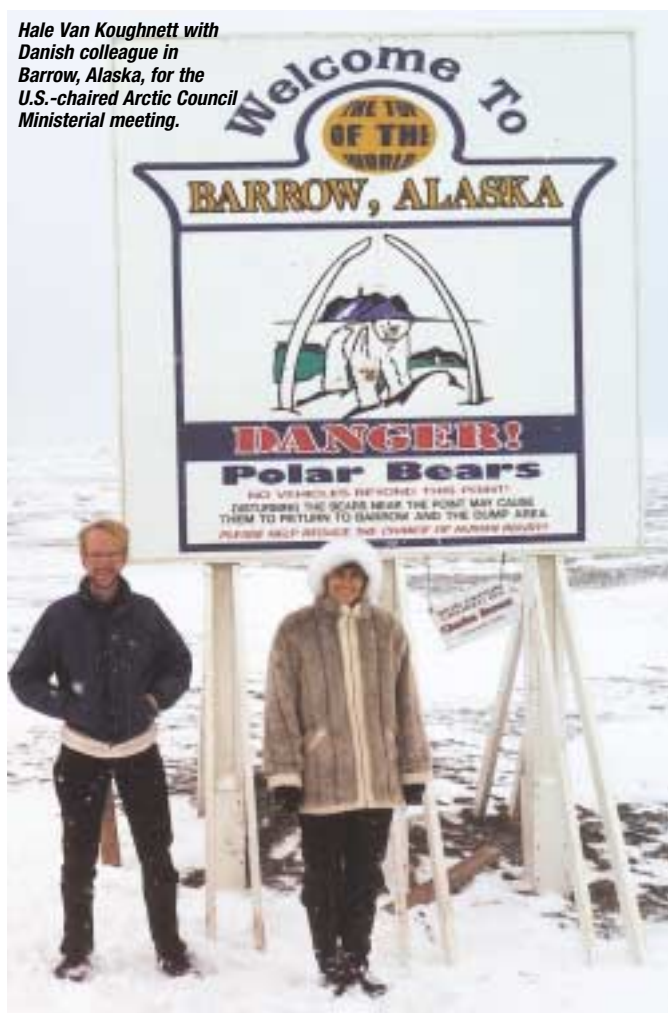
The complexity of the ocean environment and the need to balance often-competing demands on marine resources is reflected in the interagency process that OA staffers oversee to support ocean-related U.S. commitments. They work with col-



*OA's Roberta Chew.*

Photo by Carl Goodman

*Hale Van Koughnett with Danish colleague in Barrow, Alaska, for the U.S.-chaired Arctic Council Ministerial meeting.*



*Raymond V. Arnaud at a water treatment plant in Norwich, UK.*

leagues from a wide range of U.S. government agencies and in close coordination with other Department offices, including the Office of Marine Conservation, to develop unified U.S. positions on oceans issues in preparation for international negotiations and conferences.

Because of the growing need to incorporate science-based decisionmaking into the policy process, Oceans Affairs supports a variety of marine science activities of federal agencies, universities and research institutions and coordinates a research vessel clearance process.



Oceans Affairs actively supports international marine conservation efforts such as the Global Program of Action, the United Nations program dedicated to protecting the marine environment from land-based sources of pollution; the International Maritime Organization's anti-pollution agreements and the London Dumping Convention; and the U.N. Regional Seas Programmes, such as the South Pacific Regional Environmental



*Robert Blumberg plans travel.*

Photo by Carl Goodman

issues, such as maritime boundaries, protection of ships at sea, delimitation of continental shelves and underwater cultural heritage sites.

As the U.S. government prepares for the August 2002 World Summit on Sustainable Development, Oceans Affairs is working to develop an ambitious strategy to promote good governance and improved regional coordination among governments, nongovernmental organizations and international organizations involved in marine conservation. The office, stressing a cross-sectional approach to managing watersheds and marine resources, is working with interagency, NGO and Department colleagues to promote sustainable development of coastal zones and marine ecosystems in the Caribbean, Africa and the South Pacific.

As the importance of oceans, environment, science and health issues in U.S. foreign policy has grown, the Office of Oceans Affairs has taken



*Hale Van Koughnett with Evan Bloom of L/OES and Marideth Sandler of the Governor of Alaska's Washington, D.C. office at the Arctic Circle in Rovaniemi, Finland, during an Arctic Council meeting.*

Program and the Caribbean Environment Program. The office oversees Law of the Sea

the lead in multilateral efforts involving oceans issues. Last year, for example, the office led over two dozen U.S. delegations to international meetings and negotiations. This year's schedule is likely to be even busier. ■

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*The author is a Foreign Service officer in the Office of Oceans Affairs.*



*Sally Brandel, senior adviser, left, and Margaret Hayes, office director, confer.*

Photo by Carl Goodman

# Energetic Spouses Find Work Inside and Outside Embassy Walls

By Judy Ikels

**T**he realities of Foreign Service life don't really sink in until you've "walked the walk" and "talked the talk."

Every spouse remembers relocating overseas for the first time. You can talk about the upcoming transition and its possible effect on your family, take courses at Foreign Service Institute's Transition Center, spend hours in the Overseas Briefing Center poring over information about overseas assignments, take advantage of spouse employment advising and pick the brains of knowledgeable professionals at the Office of Overseas Schools and the Family Liaison Office.

But it isn't until you leave Washington, D.C., and step off the plane at your new post that it all hits you. For spouses who want to pursue careers, life suddenly becomes much more complicated. With every move, spouses have to reinvent themselves, look for new work opportunities and adjust to new job cultures and pay scales. To do this successfully requires flexibility, creativity, self-confidence and a global network.

Transitions are inherent to life in the Foreign Service. Employees have the continuity of their assignments and an American-style work environment inside the walls of an embassy or consulate. But for spouses who want to work, advance their careers and continue learning, Foreign Service life presents major challenges. The Family Liaison Office has taken the lead in developing employment programs and policies to support spouses interested in working overseas.



**What are the options for Foreign Service family members?**

**Working opportunities inside an embassy or consulate.**

According to FLO's *Family Member Employment Report*, approximately 36 percent of all adult family members are working overseas. More than 68 percent of those work for the U.S. government, inside an embassy or consulate, primarily in administrative, consular or office management positions. Government employment is attractive to spouses who enjoy working in an American-style environment, observing the same holidays and functioning primarily in English during

the workday. While coordinating extended home leave can pose problems, especially during school holidays, many couples manage to make arrangements that still consider the needs of the mission. The Family Member Appointment hiring mechanism also makes employment with the U.S. government attractive. It pays benefits and makes it easier for employees to make the transition to government positions during tours in Washington, D.C.

Finding employment at a post begins during the bidding cycle. FLO's report describes the scope of employment options at posts and is available on the Intranet at <http://hrweb.hr.state.gov/flo/employment/famer.html> or by contacting FLO. Community liaison office coordinators can also provide copies and, in some cases, relevant post-specific information.

When moving, spouses should carry all employment-related documents, including appointment and resignation authorizations, performance evaluations, letters of recommendation, résumés and writing samples, if applicable.

*The community liaison officer position offers employment for 165 family members worldwide. Attending a recent CLO conference in Washington, D.C. are, from left, Laura Gehrenbeck, Yerevan; Lori Doutrich, Asmara; and Wendy Jimerson, Kiev.*



#### **Working on the local economy abroad.**

Thirty-two percent of Foreign Service spouses who work overseas find employment in the local economy. While it is more difficult, pursuing work across borders often proves a better match for many professions. Again, the bidding process is critical. Spouses should determine whether the proposed country of assignment has a bilateral work agreement, making it legal to obtain a work permit. The country list is on the FLO web site. The next step is to learn everything about the host country, including licensing and certificate requirements. It is important to maintain memberships in professional organizations

that often provide built-in networks to tap into for every move. Find out which companies operate in your assigned post.

Education remains one of the most viable career options, with 42 percent of those employed in the local economy working in the field of education. Teachers may encounter compensation problems, however, when they are hired locally. Many international schools offer U.S. pay scales to teachers recruited from the United States. Unfortunately, these same schools frequently pay significantly lower wages to Foreign Service spouses hired locally. The Family Liaison Office and the Office of

Overseas Schools are lobbying on this issue of equity with overseas administrators.

#### **Freelancing.**

It is possible to work from your government-owned or leased property, which makes freelancing a popular alternative for family members. In most countries there are few, if any, regulations restricting the offering of services to other members of the general diplomatic community. Surprisingly, less than 10 percent of Foreign Service spouses who work overseas freelance. The range of freelance activity among spouses includes editing and publishing services, web design, music instruction, tax preparation,

## **Two Foreign Service Spouses Write a Book Via the Internet**

**By Melissa Hess and Patricia Linderman**

**D**espite the dot-com bust, the Internet is opening up new opportunities for Foreign Service spouses around the world.

We discovered this when Melissa Hess was posted in Kiev, Ukraine, and Patricia Linderman was in Leipzig, Germany. We “met” in cyberspace, where Melissa is managing editor of Associates of the American Foreign Service Worldwide’s web site ([www.aafsw.org](http://www.aafsw.org)), and both of us were active in the organization’s Foreign Service e-mail support group, Livelines.

“I was impressed by Patricia’s writing style and her supportive, sensible advice to Foreign Service newcomers,” says Melissa. We struck up a correspondence by e-mail, and Melissa proposed collaborating on a newcom-

ers’ guidebook to expatriate life within and outside the Foreign Service. Patricia agreed, and we set to work on a proposal and sample chapter.

Intercultural Press of Maine agreed to publish the book, and later, Nicholas Brealey Publishers of London teamed up with Intercultural on the project. The finished book, *The Expert Expatriate: Your Guide to Successful Relocation Abroad*, was published in March. For more information, visit [www.expatguide.info](http://www.expatguide.info).

Patricia explains, “Writing a book over the Internet wasn’t as complicated as you might think. Melissa and I divided up the chapters, wrote drafts and e-mailed them to each other for review and revision. Although I was a spouse in a small, three-officer consulate, we were connected via e-mail to feedback, advice and quotations from other Foreign Service writers and expatriates all over the world.”



artistic endeavors and fitness coaching. Many educators provide individual or group tutoring. Entrepreneurial spouses may decide to operate a business. No matter what the choice of income-generating activity, freelancers need to learn the local regulations covering self-employment. A functioning bilateral or defacto work agreement is necessary to operate a business.

#### Telecommuting.

This option is open to spouses in any country where computer hookups and telephone lines are reliable. A

## Snap to it!

The challenge of carrying one's career in a suitcase has always been hard for family members. Networking takes initiative. On average, international job hunters require six months to make professional contacts. To help family members make contacts sooner, the Family Liaison Office is conducting the Spouse Networking Assistance Program (SNAP) pilot program. With 10 countries participating, the SNAP program is developing contacts with local businesses and international and U.S. organizations and providing the connection for incoming family members. The 2002 participating posts are Mexico City, Guadalajara, Monterrey, Santiago, Ottawa, Toronto, Montreal, Brussels, Warsaw, Krakow, Cairo, Tokyo, Seoul, Singapore and London. SNAP is a bold experiment that will depend on strong post management support and high-energy job seekers. But with more family members expecting to maintain careers along with their Foreign Service spouses, the Department of State is finding innovative ways to assist them.

spouse in a job with a multinational corporation should explore telecommuting as a means of continued employment with that firm. In today's economy, employers realize there are costs involved in hiring and training new people. Spouses should identify elements of their current jobs that could be conducted via e-mail. Usually a product-based contract is most viable, although there are examples of e-mail counseling and customer service. Both the employee and employer must be willing to make adjustments. Sometimes a lower salary is part of the deal, but the advantages of retaining benefits and job continuity are definite pluses. Employees should be prepared to schedule regular visits to the home office and be very flexible. While telecommuting is still somewhat novel, it is gaining acceptance and it can work.

#### Moving back to the U.S.

Spouses who have worked in an embassy or consulate overseas and have invested in Thrift Savings and retirement plans may want to consider continuing employment with the government. All spouses who worked in a Family Member Appointment should be placed in Intermittent Non-Working Status. They should not resign. Spouses in INWS and who worked overseas a total of 52 weeks have Department of State employment status and can apply for positions advertised for "DOS Employees Only."

Subscribe to *The Network* job bulletin from the Family Liaison Office and take advantage of free job counseling through FLO and the Career Development Resource Center. Employment advisers can help polish a résumé, translate overseas experience to the U.S. marketplace and rehearse for interviews. ■

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*The principal author is deputy director of the Family Liaison Office. Sarah Genton, Faye Barnes and Debra Thompson contributed to the article.*



**Melissa Hess with her horse "Merry" at her farm in Northern Virginia.**

uninterrupted through the frequent international moves typical of the Foreign Service lifestyle—as Melissa found when she moved from Kiev back to Washington, D.C.

It was only after the book was complete that we had the chance to travel to Yarmouth, Maine, the headquarters of Intercultural Press, to meet our editors and each other for the first time.

This modern-day "cyber-story" illustrates how technology has changed Foreign Service life for the better. The Internet offers Foreign Service spouses new opportunities for work and professional collaboration. Web-based projects can continue

Our "virtual partnership" does not end here. We are currently co-editors of a new book entitled *Realities of Foreign Service Life*—a collection of essays by members of the Foreign Service community, aimed at those new to the lifestyle. The book will be available from AAFSW this summer. ■



**Patricia Linderman at Old City Hall in Leipzig, Germany.**

*Melissa Hess was in Kiev until recently, when she and her husband began an assignment in Washington, D.C. Her co-author, Patricia Linderman, is a Foreign Service spouse in Leipzig. (melissa@expatguide.info and patricia@expatguide.info).*

# Hometown Diplomats

"One of the greatest challenges we face as State Department officials is to make the American public aware of what we do for them," states Secretary Colin L. Powell in his message introducing the Hometown Diplomats Program.



Promote awareness and  
share experiences with  
people back home



By Jimmie Claire Walker

Only a few months after assuming office, Secretary Powell moved quickly to endorse the program that enlists State officers on leave to carry their experiences and understanding of foreign affairs to the folks back home.

Bureaus and missions identified 115 Foreign Service and Civil Service employees to explain the history and mission of the Department to their hometown communities. Since May 2001, the Public Affairs Bureau has arranged local programs for these officers who have fanned out across the country, meeting with residents of their hometowns and explaining the work of the Department and the importance of foreign policy in their daily lives. They have returned to their high schools and college alma maters, spoken with members of Rotary and Kiwanis clubs and discussed issues with elected officials and local media representatives.

Judging from reports so far, the program has been an unqualified success. Hometown Diplomats have helped to build constituencies for the Department in communities throughout the country and have been

excellent recruiters, opening a world of exciting career opportunities for high school and college students.

Robin Meyer, political officer in Managua, returned to the Chicago area. "The program gave me the opportunity to talk about the Foreign Service with groups ranging from experienced foreign policy observers to Brownie Girl Scouts. All expressed their appreciation for Secretary Powell's outreach to them through the Hometown Diplomat program," Ms. Meyer reported. "Since a majority of the sixth graders had immigrant parents, and all were



***Above, in a videoconference, students from a contemporary problems class at a Green Bay, Wis., high school question Scott Rauland in Quito, Ecuador, about life in the Foreign Service. Below, Robin Meyer, political officer in Managua, talks to students in her hometown of Chicago.***



Mark C. Johnson, an economic officer in Madrid, addresses an audience of more than 500 at the fabled Chautauqua Institution in western New York state, where eight U.S. presidents have spoken.



devoted fans of Sammy Sosa, our consular functions were the easiest hook.... In my meeting with Brownies, Girl Scouts, ... I explained the similarities between going to Girl Scout camp and being a diplomat—getting used to new environments, learning to get along with different people.”

An information management specialist in Kigali, Wendy Elliott forged important linkages during her visit to her hometown of Virginia Beach, Va. “Prior to leaving Rwanda, I met with a representative from the Rwandan Red Cross,” she said. “We discussed the partnerships the local chapter had with other Red Cross organizations, difficulties with funding issues and how communication is accomplished in a developing country. For example, to report disasters from various areas of the country to the capital city, Kigali, most communication is done by foot.”

Ms. Elliott was given various items such as shirts, pins, hats and literature to take to Virginia Beach to present to the Tidewater Chapter of the Red Cross. She discovered that the American Red Cross has no representation in Rwanda. After her presentation, the Tidewater chapter gave her many items to take back to the Rwandan Red Cross.

**“We talk about general ideas like foreign aid and relations, but those are just words in a book... here’s a chance to see someone who actually does it.”**



“These leaps of goodwill—across two continents with oceans between—were very touching. I enjoyed being a diplomatic courier in a different way.”

Scott Rauland paid an electronic visit to his hometown of Green Bay, Wis., from his post in Quito. Invited by the director of an educational learning service to participate in a digital videoconference, the public affairs officer discussed current events, particularly the terrorist attacks of Sept. 11, with students enrolled in Bay Port High School’s “American Problems” class.

In an article titled “Students Quiz Diplomat About Terrorism,” the *Green Bay News-Chronicle* quoted the teacher, Jim Adams, as saying, “What better way to teach students about foreign affairs than by inviting a Wisconsin-born diplomat to speak not from the classroom podium, but from the U.S. Embassy in Quito. We



talk about general ideas like foreign aid and relations, but those are just words in a book...here's a chance to see someone who actually does it...students are getting a feel for what we actually do with those dollars."

Valia O'Donnell, a student in the class, commented, "You look on the map and Quito seems so far away, and here we are in Sevastopol, Wisconsin, talking to someone on another continent.... Learning that you can work in an embassy or do something overseas was really interesting to me. I didn't know that was an option."

Mark C. Johnson, an economic officer in Madrid, spoke about life in the Foreign Service to an audience of more than 500 in the Hall of Philosophy on the grounds of the historic Chautauqua Institution in upstate New York, a venue where eight U.S. presidents have also spoken.

In Minneapolis, Lee Brudvig, economic/political counselor in Vienna, met with a "very diverse group of high school students" at Arlington High School. He described his Foreign Service career and answered questions for about an hour. "For most of the students," Mr. Brudvig said, "this was the first they had ever heard about the Foreign Service—discussions were very lively."

Ronald (Chip) Johnson returned home to Lufkin, Texas, to deliver the keynote address at the awards ceremony of the Top Teens of America, an organization he credits with helping him set and reach personal goals. In an article that appeared in the *Lufkin Daily News*, journalist Stacy Faison quoted Mr. Johnson as saying, "I have very few colleagues of African-American descent, but the door is open. Colin Powell came in and kicked that door open." The mayor of Lufkin honored the vice consul in Luxembourg with the key to the city.

Joshua Black, a Foreign Affairs officer in the Bureau of European and Eurasian Affairs who works on Kosovo issues, hadn't lived in Perrysburg, Ohio, for eight years. When he shared his experiences in Kosovo with former



Photo courtesy of the Lufkin Daily News

**The mayor of Lufkin, Texas, presented Ronald (Chip) Johnson the key to the city after the vice consul at the U.S. Embassy in Luxembourg gave the keynote address to a gathering of the Top Teens of America organization.**

friends and neighbors at a Rotary Club meeting, he found his audience remarkably informed and interested to hear about his job working with former Kosovo Liberation Army combatants. While the Hometown Diplomat program was intended to explain the role of the Department to U.S. citizens, Mr. Black says reconnecting with the folks in Perrysburg helped him shed the Beltway conceit that Middle America is an out-of-touch foreign land. "My audience was thoroughly engaged and asked all the right questions about the U.S. commitments in the Balkans," he says in summing up the program.

The Bureau of Public Affairs cabled its request for nominees in mid-December and began receiving nominees for the 2002 program in late January. Those interested in learning more about the Hometown Diplomats program should contact Joyce Nichols at (202) 647-8390 or by e-mail at [nicholsjf@state.gov](mailto:nicholsjf@state.gov). ■



Photo courtesy of the Perrysburg Messenger Journal

**Mayor Jody Holbrook, left, and Rotary Chapter president Steven Day, right, thank Perrysburg native Joshua Black for speaking to the local Rotary about U.S. policy in the Balkans.**

*The author is a public affairs specialist in the Bureau of Public Affairs.*

# Whether It's Moving Paintings or POVs, They Are the Pros

Story and Photos by  
Carl Goodman

**T**hey are the movers and shakers—a small army of U.S. and Foreign Service National employees who get the Foreign Service moving from port to port and from post to post. They are responsible for seeing that everything a family owns is safely stored, packed for shipment and shipped and that it clears customs and is delivered safely and on time to their owners at post. They do the same for the official goods posts need from overseas.

As anyone who has ever ordered anything by mail or online knows, the potential for something to go wrong is always there. And with the bulk of shipments going surface and through several locations, the opportunity for error increases.

For the past three years, the Foreign Service Institute and the Bureau of Administration's Office of Logistics Management have conducted workshops in the United States at U.S. Despatch Agencies and overseas at the European Logistics Support Office in Belgium. These workshops train the Department employees who help Foreign Service families get to and from posts.

Moving household effects is a highly personal business that requires professional skills on both the technical and human sides, making training an integral part of the process. While other transportation workshops are scheduled for June in Miami and in Antwerp in October, the most recent one was held March 11-15 in Seattle for FSNs from Vladivostok and 35 posts in the East Asia and Pacific region.

Unlike their counterparts in, say, Western Europe, where landmasses are smaller, the Pacific Rim region is

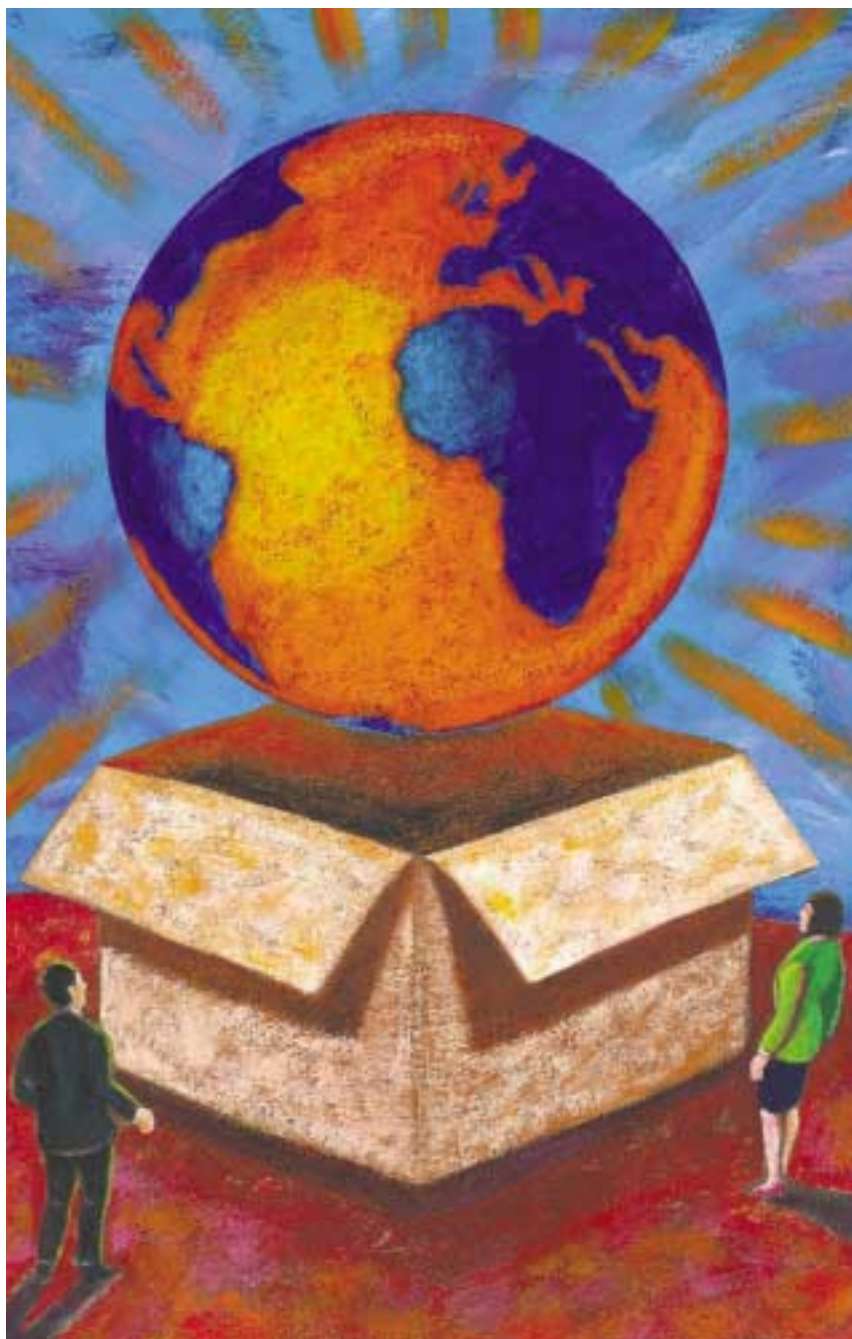


Illustration by Chuan Khoo/Masterfile





***Despatch Agent Tim Riddle, seated, demonstrates web sites for FSNs.***

bigger and freight often moves over greater distances, posing challenges for the most seasoned and experienced transportation specialists.

Frank Coulter, deputy assistant secretary for Logistics Management, who attended part of the week-long Seattle workshop, said that not everyone—even Foreign Service officers—realizes that the State Department does logistics.

“We are working hard to connect the Department’s logistics community worldwide,” Mr. Coulter said, “and we are learning to do things better.”

That includes a web-based program to provide one-stop Intranet support for permanent change of station moves.



***Workshop participants tour a consolidated receiving point near Seattle.***



***Yee Ha (Claudia) Ng from Hong Kong tours a moving and shipping point near Seattle.***

Except for the drama, Mr. Coulter said the work that went into organizing support flights into Kabul with supplies and equipment for the new embassy serves as a model for the kind of “cross-functional logistics operations” the Department wants to make more commonplace. Those flights involved the efforts of Americans and FSNs from numerous Washington, D.C., offices and overseas posts working together.

At the Seattle conference, FSNs with more than 300 years of collective experience mov-

ing everything from paintings to POVs shared their stories. Every country in the vast Pacific region—from gigantic China to tiny Micronesia—has its own rules governing what can come in and leave the country. Many of these rules have as much to do with customs and cultures as anything else. Complying with host country rules and with those of the Foreign Service can be daunting, but the workshop participants warmed up to the idea with creativity and good humor.

"Everyone strives so hard to do their best," observed course manager Antoinette Boecker, who conducted sessions on customer-focused management during the workshop. "These workshops are great opportunities to share experiences and to learn from each other," the FSI instructor said.

Noreen Bania, chief of the transportation operations branch, briefed the employees on their

*Noreen Bania, chief of the transportation operations branch, briefs employees.*



*Antoinette Boecker, course manager from FSI, conducts customer-focused workshop.*

roles and responsibilities, and Ray Schoenberg, Tim Riddle and Gerry Marandino from the U.S. Despatch Agency in Seattle discussed shipping cycles and methods.

The workshop included field trips to nearby facilities of a consolidated receiving point contractor and a Pacific Northwest distribution center. ■

*The author is the editor of State Magazine.*

## He Gets the Goods to Kathmandu

Krishna B. Chettry, also known among his colleagues as "K.B.," is a shipment assistant at the U.S. Embassy in Kathmandu, Nepal, where he has worked for the past 17 years. He previously worked for the U.S. Agency for International Development on a soil conservation project that brought him to the United States and to the Virginia Tech campus in Blacksburg.

Since then, he has made numerous trips to the United States, where he has three sons. The oldest son recently earned a degree in computer science at the University of Nebraska at Lincoln and is considering returning to his native Nepal. The others are working and studying in New York.

A college-trained geographer, Mr. Chettry was raised on a tea plantation in the Darjeeling area bordering India, where he attended school. He currently lives in Kathmandu with his wife.

As a transportation specialist at post, he faces the daunting challenges of moving household effects from the port of Calcutta, across northern India, through the foothills of the Himalayas to the Kathmandu Valley. Poor infrastructure and severe weather further complicate the moves.



*FSN Krishna B. (K.B.) Chettry handles shipments to and from Kathmandu, Nepal.*



# African-American Heritage Shines at USUN

In late February, the United States Mission to the United Nations sponsored its sixth annual series of programs commemorating African-American Heritage Month.

## Story and Photos by Jane Malloy

**T**his year's series consisted of two main programs, one featuring former U.S. Congressman Rev. Floyd H. Flake as guest speaker and the other actors Danny Glover and Whoopi Goldberg. Among the other participants were international photographer Johnette Stubbs, U.N. Development Program manager Dorothy Davis, the vocal duo SERIES and six-year-old Ayesha Diatta.

In the first program, Rev. Flake spoke passionately about the state of our urban communities. He stressed the importance of creating economically sound African-American communities through educational leadership and urban development.



*Dorothy Davis, a UNDP program manager, talks about growing up as an African-American in a Foreign Service family stationed in Africa and Europe.*

Ms. Stubbs showed slides and discussed her photo essay, "Slaves and Spice: Africans in the Americas and Asia." Her photos depicted an African diaspora—from Brazil to New Orleans to Pakistan—scattered around the globe, yet amazingly and intimately connected.

Dorothy Davis, a manager of the UNDP's Goodwill Ambassadors Program, discussed her life growing up African-American in the U.S. Foreign Service. Hers was a personal account of living abroad as an African-American in posts in Africa and Europe.

The Brooklyn-based duo, SERIES, opened the second program with a moving rendition of the "Star-Spangled Banner" and closed the session with the uplifting African-American anthem, "Lift Ev'ry Voice and Sing."

Ayesha Diatta, the six-year-old daughter of USUN employee Patricia Diatta, gave a dramatic and flawless delivery of Dr. Martin Luther King Jr.'s "I Have a Dream" speech. After delivering the talk, Ayesha said Dr. King's message meant that "she could be and do anything."

Actors Danny Glover and Whoopi Goldberg delivered moving remarks. Mr. Glover spoke candidly of his experience as a Goodwill Ambassador and of the strong connections between African Americans and Africans. Ms. Goldberg said she was thrilled to be invited to the USUN and called it an "Oprah invitation." She stressed that African-American history happens 365 days a year and should not be reduced to a 28-day celebration. ■



*The SERIES, a vocal duo from Brooklyn, put soul in the National Anthem.*



*Whoopi Goldberg and Danny Glover, seated, are honored by the USUN program committee.*

*The author is a foreign affairs analyst at the U.S. Mission to the United Nations in New York.*

# Sport Utility Vehicles: an Update



*A rollover in the 1990 SUV on the left killed one employee and seriously injured three others. In the same country a few years later, the 1999 SUV on the right rolled over without injuring any of its four occupants.*

By Wortham D. Davenport

**R**ecently, an SUV was involved in an accident on the Capital Beltway that resulted in multiple fatalities—the driver of the SUV and several passengers in the minivan her vehicle struck head-on. The driver's boyfriend, driving ahead, reported that she was talking to him on her cell phone when there was a scream and the phone went dead.

The ongoing Department of Transportation investigation is considering several possible causes of the accident: the instability of the SUV, the distraction of the cell phone conversation and the SUV's potential for jumping the standard guardrail.

SUVs are at least as popular today as they were when the last article on the subject appeared in *State Magazine* in April 1999. Manufacturers have made some improvements in SUV design since. The "A" posts—the pillars that support the roof on either side of the vehicle between the front and back seats—have been strengthened to prevent the roof's collapse in a rollover. The smaller SUV, built on an automobile frame, is another recent design development. These vehicles have a lower center of gravity and are more stable than the larger truck-frame SUVs.

There is still a difference of opinion about handheld versus hands-free cell phone use. Recent studies in the United States and in Europe show that the intensity and

length of cell phone conversations contribute more to motor vehicle accidents than other cell phone factors. Intense or long conversations tend to distract drivers from their most import job, driving safely. Cell phones may be too convenient. They make people forget that driving is a full-time job. In the past year, at least two drivers in the Washington, D.C., area were so distracted by cell phone conversations that one drove through a stop sign and the other ran a red light. Both cars struck other vehicles, killing their occupants.

Although manufacturers have improved SUV stability and roof supports, DOT still considers SUVs unstable and more prone to rollovers than sedans, particularly when the driver is inexperienced. DOT also notes that the higher center of gravity compared to the track width of the vehicle increases the likelihood that it will vault standard guardrails. SUVs can cause disproportionate damage to sedans and smaller vehicles in collisions. Their bumpers, for example, hit conventional cars just above the middle of the door in a side collision, seriously endangering the person sitting by the door.

So while they have increased in popularity, SUVs (and cell phones) have yet to completely pass their road test. ■

***SUVs pose significant hazards to other vehicles, and distractions, like cell phones, increase the hazard.***

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*The author is an engineer in the Office of Safety/Health and Environmental Management.*



# People Like You

## Gotta Teach Dance

**"M**y first experience as a dancer," says Nicole Deaner, a public affairs specialist in the Bureau of Educational and Cultural Affairs, "was not a very pleasant one." She remembers dutifully following her teacher's instructions as she and the other five-year-old girls in her class learned a few simple dance steps. "But on the night of the performance," Nicole recalls, "I asserted my dignity and flatly refused to turn around and wiggle my rear at the audience, as the teacher suggested."

That spontaneous assertion of will set Nicole's dancing career back at least seven years. When her pediatrician advised the five-foot, eight-inch 12-year-old, who towered over her classmates, that dance lessons would help her posture, Nicole decided to give dance another try. She was also inspired by the film *Turning Point* to take up ballet. In the years that followed, Nicole paid for ballet lessons with baby-sitting money and dance became an important part of her life. As her skill and fervor progressed, she worked as an instructor's assistant to support her lessons and dreamed of dancing on Broadway.

In college, Nicole kicked off her shoes and went modern, performing with a core group of dancers she still works with more than 10 years later. She also started teaching at various Northern Virginia dance schools and discovered she loved teaching almost as much as dancing herself.

In 1998, Nicole was seriously injured in a car accident. Her right knee had to be reconstructed and her ankle required lengthy rehabilitation. It was a devastating blow to her hopes for a career in dance at a time when

she was dancing better than she ever had. "My doctor knew how important dance was for me," Nicole says, "but he said he would prefer that I not jeopardize the surgery by dancing."

Confined by a full leg brace for more than a year, Nicole turned her after-hours energies to teaching. She found that her own struggle to recover inspired her students to try harder themselves. "They saw that I would never give up," she says, "and that taught them to move beyond adversity."

After teaching more than 12 years, she has seen her more promising students advance to dance programs at New York University and elsewhere. Following Nicole's lead, some have even started teaching dance themselves.

This February, Nicole Deaner performed with her troupe in a jazz festival, dancing for the first time in four years without a brace of any kind. "Of course, I can't do what I used to be able to do, and some leaps are out of the question. But for me, this performance was a big leap forward."

—Dave Krecke



Photo by Dave Krecke



Photos by Eric Roberts

## STATE OF THE ARTS

### Upcoming Calendar



- ◆ May 8 Piano students from Georgetown University and State Department
- ◆ June 5 American debut of Shu-Cheen Yu, opera singer (*Exhibit Hall*)
- ◆ July 10 Silk Road Dance Co.—Central Asia and Middle Eastern dances (*Exhibit Hall*)
- ◆ Aug. 7 Peruvian dances by the Matrice School of Dance
- ◆ Sept. 25 Uruguayan pianist
- ◆ Oct. 9 Winner of the International Young Artist's Piano Competition
- ◆ Oct. 23 Francesc de Paula Soler, "Poet of the Guitar"

**Performances are on Wednesdays at 12:30 p.m.  
in the Dean Acheson Auditorium, unless otherwise noted.**

## Cultural Series Enters 12th Year

By John Bentel

**T**he State of the Arts Cultural Series and The Foreign Affairs Recreation Association began their 12th year in bringing musical talent to Department employees.

Back for a return engagement, Rosanne Conway and Dr. Robert Snyder performed a four-hand piano program that included works by Samuel Barber and by Franz Schubert.

The Chancellor String Quartet delivered an all-American program to celebrate Black History Month. Violinists Timothy Schwarz and Melissa Locati, violist Nina Cottman and cellist Charles Forbes performed an original composition entitled *The Juliet Quartet* by Joseph Goodrich. The work, a blend of American and Syrian melodies, was commissioned by the U.S. Embassy in Damascus in 1998. Pianist Lura Johnson from the Peabody Conservatory of Music accompanied the quartet.

The quartet also played several compositions by William Grant Still, one of the foremost African-American composers, followed by young pianist Kinisha Latoya Forbes, 16, who performed Albeniz's *Cordoba*.

Sirocco, a newly formed group of women musical professionals, presented a program in honor of Women's History Month. The ensemble includes Leah Moss, oboe; Kathryn Kelbert, clarinet; Lucienne Pulliam, bassoon; and Lanae Williams, horn. Pianist Li-Ly Chang accompanied the group for Beethoven's *Quintet for Piano, Oboe, Clarinet, Bassoon and Horn*. ■



*The author is a computer specialist in the Executive Secretariat.*



## OBITUARIES

*Charles (Gray) Bream*, 87, a retired Foreign Service officer, died Dec. 8 in Arlington, Va. He served in Halifax, Stockholm and Dacca. He participated in the Geneva Conventions. After retiring, Mr. Bream taught history and political science at Loyola University in Chicago.

*John DiSciullo*, 81, a retired Foreign Service officer, died March 5 of cancer in Fairfax Inova Hospital in Fairfax, Va. An Army veteran of World War II, he joined the Foreign Service in 1955 and served as deputy director of the Bureau of Intelligence and Research, Office of European Affairs, and as consul general in Genoa, Italy, his country of birth. He retired in 1982.

*Ben F. Dixon III*, 83, a retired Foreign Service officer, died March 15 at his home in Washington, D.C., after a heart attack. Mr. Dixon joined the State Department in 1947 and served in Bangkok, Laos, Pakistan, New Zealand, the Pacific Islands and Morocco, where he served two tours, the last as consul general. He retired in 1984. A Marine Corps officer in the Pacific during World War II, he participated in the invasions of Okinawa and Tinian, where he was wounded. He received a Purple Heart. He retired from the Marine Corps reserve as a lieutenant colonel in 1959.



*Barbara Jean Green*, 39, a personnel specialist in Islamabad, Pakistan, and her daughter, *Kristen Marie Wormsley*, 17, were killed March 17 when a terrorist attacked the Protestant International Church they were attending near the embassy compound. Mrs. Green was the wife and Kristen the stepdaughter of Milton Green, a

Foreign Service specialist stationed in Islamabad. Mrs. Green accompanied her husband to Bonn, Abidjan, Beijing and Islamabad, working in the administrative section at each post. Prior to the Foreign Service, she served in the U.S. Air Force. Kristen was a student at the International School of Islamabad and was looking forward to entering college in the fall (see related story on page 4).



*Irene T. (Mickie) Harter*, 68, wife of retired Foreign Service officer John J. Harter, died Feb. 10 at her home in Virginia Beach, Va., of myelodysplasia. Born in South Africa, Mrs. Harter was a newspaper reporter when she met and married her husband. She accompanied him on assignments to Santiago, Bangkok and Geneva. Before her own retirement, Mrs. Harter worked as a reservation sales agent for U.S. Airways.

*Mark B. Lewis*, 78, a retired Foreign Service officer, died Dec. 28 of cancer at Suburban Hospital in Bethesda, Md. He was an assistant director for African Affairs with the U.S. Information Agency and served with the agency in Harare, Accra, Beirut, Cairo and New Delhi. During World War II, Mr. Lewis was a bomber pilot in the U.S. Air Force, flying 50 combat missions in the European theater. After retiring from the government in 1975, he directed International Symposia in the United States, organizing symposiums in 30 U.S. cities to educate Americans about international affairs. From 1984 to 1993, he directed communications at the National Organization on Disability.

*Frederick Dent Sharp III*, 83, a retired Foreign Service officer, died Dec. 14 at a hospice in Boca Raton, Fla. After serving with the Army Air Force during World War II, Mr. Sharp joined the Foreign Service and served in Latin America, Spain and North Africa. He held a variety of positions, including deputy chief of mission. His paper on the strategic insignificance of the Panama Canal after the advent of the super aircraft carrier was the basis 40 years later for the treaty that returned the canal to Panama. Mr. Sharp retired in 1973.



*Mary C. Walsh*, 83, a retired Foreign Service officer, died of respiratory failure Jan. 28 in Baltimore, Md. She served in London, Leopoldville, Quito, Nicosia, Amman, New Delhi and Beijing. Ms. Walsh retired in 1977.

*Clarence A. Wendell*, 89, a retired Foreign Service officer, died Dec. 29 in Missoula, Mont., of Alzheimer's disease. He joined the Department in 1947 as an international mineral and nuclear energy specialist and was posted to Bonn as a consultant to the U.S. High Commissioner in occupied West Germany. Later, Mr. Wendell returned to Washington, D.C., to work for the National Academy of Sciences. In 1959, he rejoined the Department and was assigned to Ankara, where for eight years he was regional minerals attaché for the Middle East. He then served in Rio de Janeiro until his retirement in 1974.

*Oliver T. (O.T.) Willis Sr.*, 91, a retired Civil Service employee, died Nov. 2 in Alexandria, Va. He joined the Department in 1938 and continued to repair shoes at State and the White House after he retired in 1971. A com-

munity activist, Mr. Willis often gave food to homeless citizens living on the grates of 23rd Street near the Department.

*Park F. Wollam*, 84, a retired Foreign Service officer, died Feb. 8 in Carlsbad, Calif., of complications from Parkinson's disease. Mr. Wollam joined the Foreign Service in 1943 and was posted to Cali, Colombia, where he was drafted into the Navy. After the war, he rejoined the Department and served in Bolivia, Cuba, Venezuela, Italy, Trinidad and Tobago, Vietnam and Belize, where he was the consul general. As consul general in Santiago, Cuba, during the Cuban revolution, he spent weeks in the mountains of Oriente Province negotiating for the release of U.S. hostages seized by Raul Castro. His son, Park F. Wollam Jr., and daughter-in-law are with the U.S. Embassy in Conakry, Guinea.

## In the Event of Death

Questions concerning deaths in service should be directed to the Employee Services Center, the Department's contact office for all deaths in service: Harry S Truman Building, Room 1252, Department of State, Washington, DC 20520-1252; (202) 647-3432; fax: (202) 647-1429; e-mail: [EmployeeServicesCenter@state.gov](mailto:EmployeeServicesCenter@state.gov).

Questions concerning the deaths of retired Foreign Service employees should be directed to the Office of Retirement on (202) 261-8960, [Retirement@state.gov](mailto:Retirement@state.gov).

Questions concerning the deaths of retired Civil Service employees should be directed to the Office of Personnel Management at (202) 606-0500, <http://www.opm.gov>.

## Lima Honors FSN

Albert A. Giesecke came to Lima from Philadelphia in 1909, when he was 26. He spent the rest of his life dedicated to strengthening U.S.-Peruvian relations as special assistant to U.S. Ambassadors to Peru from 1932 to 1967.



**Albert M. Giesecke, right, presents his father's 1965 award to Ambassador John Hamilton.**

Mr. Giesecke—a teacher, explorer, university rector and Peruvian official—was uniquely qualified for the position. He touched the lives of many students who became prominent in business and government. Asked in a 1947 interview what he would do if he were a young man again, Mr. Giesecke replied, "I would go straight into the Foreign Service of the United States."

Last November, 33 years after Albert A. Giesecke's death, his son Albert M. presented Ambassador John Hamilton with the award his father received in 1965 from Secretary of State Dean Rusk. The award, recognizing 30 years of dedicated service to the U.S. government in Peru, now hangs prominently in the embassy lobby, a tribute to the commitment of Foreign Service National employees everywhere.



**Albert A. Giesecke in Peru circa 1909.**

## PERSONNEL ACTIONS

### Foreign Service Retirements

Akerman, David A.  
Amirthanayagam, Ruthann W.  
Brown, Kevin

Keas, Emily G.  
Mackebon, Sylvia J.  
Maher, William J.

Rashkin, Daryl L.  
Stone, James W.  
Williams, Mary Frances

### Civil Service Retirements

Asar, Sedat  
Dickson, Robert Bruce  
Hensley, Joan B.

Stefanopoulos, Lydie C.  
Strouse Jr., William H.



# MOST COMMON QUESTIONS ARRIVING AT A NEW POST

IS GERBIL SPLEEN  
REALLY A DELICACY?

MMM, TASTES  
LIKE SPAM!

YOU MEAN THE NATIONAL TELEVISION  
STATION DOESN'T SHOW "WHEEL OF  
FORTUNE" OR "TEMPTATION  
ISLAND"?!?

WELL, NOT  
IN ENGLISH...

DO PEOPLE HERE  
DRIVE ON THE  
LEFT OR THE  
RIGHT?

YES.

TAHKZI!

DO I LOOK GOOD IN  
TRADITIONAL LOCAL  
DRESS?

OH, YOU  
BLEND...

WHY DO YOU THINK THIS  
POST WAS ON THE "HARD  
TO FILL" LIST?

WELL, THERE'S  
NO DENNY'S...